



RECRUITMENT

REFERENCE NUMBER:	CHFTES1119
JOB TITLE:	Chief Environmental Test Engineer
LOCATION:	Denham, Middlesex
<p>Martin-Baker is the world's leading manufacturer of ejection seats and related equipment.</p> <p>It is the only company that can offer a fully integrated escape system that satisfies the very latest in pilot operational capability and safety standards. Martin-Baker offers a complete 'end-to-end service', from helping the customer to establish operational safety and escape requirements, including design, development and qualification, to on-going support throughout the entire service life of the aircraft.</p>	
DEPARTMENT NAME:	Environmental Test
JOB DESCRIPTION	
<p>The Chief Environmental Test Engineer is a member of the Environmental Test group. The post holder supports the Environmental Test Manager in technical governance and leadership of the group to achieve strategic and tactical objectives in support of the company's mission, core values and focus areas.</p> <p>The Chief Environmental Test Engineer promotes the Systems Engineering approach throughout the product lifecycle to ensure that products and services are engineered to meet internal/external customer and regulatory requirements. The Chief Environmental Test Engineer may be called upon to provide technical leadership within an Integrated Programme Team, although he/she may call upon the support of Subject Matter Expertise within the Environmental Test group to deliver this. Within this context the Chief Environmental Test Engineer may have joint responsibility with the programme manager for achievement of technical quality, cost and schedule objectives.</p> <p>The Chief Environmental Test Engineer is responsible for continuous improvement of the environmental test engineering process.</p> <p>The role holder shall review and sign all test documentation in relation to the seat / product test and is accountable for such.</p> <p>AREAS OF RESPONSIBILITY:</p> <p>Safety – The post holder shall ensure that product safety is given the highest priority by active engagement with the company Safety Management System (SMS), specifically:</p> <ul style="list-style-type: none">- Supporting hazard reporting, hazard identification, risk assessment and mitigation.- Ensuring competence of group staff and their awareness of the SMS.- Timely completion of all safety related tasks allocated to the group.	

Operational Excellence – The post holder shall be responsible for achieving operational excellence of the group by:

- Improving the maturity of, the Engineering process including; process mapping, procedures, detailed work instructions and best practice guides, and ensuring project team compliance.
- Ensuring the accuracy of project planning and resource estimates, and cost collection.
- Implementing and monitoring process performance measures which identify the source of quality escapes and issues negatively influencing on-time delivery attributable to the group.
- Offering technical support to the group and associated functions throughout product definition, architecture, verification and validation activities.
- Employing robust decision making and problem solving to issues encountered in all parts of the product lifecycle.

Customer Experience – The post holder shall contribute to customer excellence by:-

- Assisting the business in capturing present/future customer/stakeholder needs and ensuring decomposition to traceable requirements allocable to products or research and development activities.
- Supporting the definition and execution of the company's technology roadmaps.
- Ensuring that customer frustrations attributable to the function are addressed proactively and robustly.

Technology & Service Excellence – The post holder shall contribute to technology and service excellence by:-

- Ensuring that test engineering teams are working to requirements which meet the appropriate maturity level objectives throughout the product lifecycle.
- Ensure that test solutions meet the minimum maturity level objectives applicable to the project phase/milestone.
- Facilitating cross functional coordination of product realisation, research and development and strategic improvement activities.

People Excellence – The post holder shall assist the Environmental Test Manager in ensuring the capability of the group to achieve all allocated operational, technical and service excellence objectives by:-

- Defining the technical and leadership skills and competencies required in the group staff.
- Identifying and addressing staff related gaps in group capability, through training or strategic hiring of group staff.
- Assist with annual appraisals of group staff, including; assignment and review of objectives, and competencies, identification of personal and professional development needs.

Delegated Authority – The post holder shall:-

- Apply the highest professional standards to the review and approval of documents and data according to the signatory approvals granted by company management systems.
- Ensure that further delegation of authority for review and approval of company documents and data is appropriately recorded, and given only to competent staff willing to apply the highest professional standards.

EDUCATION & QUALIFICATIONS:

- 1st/2.1 Accredited Engineering Degree
- Chartered Engineer (CEng) with a recognised professional body (RAeS, IMechE, IET, etc)

SPECIFIC / TECHNICAL SKILL

- MS Office (suite of applications)
- SysML / Enterprise Architect is beneficial

PERSON SPECIFICATION:

- Attention to detail – thorough, accurate and concern for all the areas involved.
- Drive to achieve results - sets own standards, checks own work, and demonstrates a positive approach.
- Judgement and decision making - evaluates key decision making criteria
- Planning and organising work
- Analysis and problem solving - sees basic relationships and reacts positively
- Working collaboratively - actively contributes to achieve organisational objectives
- Professional/technical expertise - uses technical and professional knowledge, skills and judgment effectively.
- Initiative - acts on various methods and strategies for solving problems and meeting objectives before being asked or required to do so.
- Innovation – uses original thought to propose a meaningful innovative change.

KNOWLEDGE & EXPERIENCE:

It is essential that candidates have:

- Substantial experience of environmental test engineering output ideally gained from developing mechanical, pyrotechnic or electronic systems.
- A thorough understanding of engineering, with good awareness around electrical, pyrotechnic and software devices.
- Broad commercial and financial understanding.
- Strong analytical ability and logical thinking.
- Experience in mentoring engineers.
- Skilful in persuasion and negotiation of critical issues.
- Experience in project management or Systems engineering.
- Experience as a technical leader and visionary

It would be of benefit for candidates to have:

- General knowledge and experience of working within US MIL STD / UK Def. Stan.
- Knowledge of ejection seats and their key design paradigms
- Knowledge and application of Aerospace / Defence or similar design

For all successful candidates, Martin-Baker will undertake background security checks. As part of this, we will need to confirm your identity, employment history and address history to cover the past five years as well as your nationality, immigration status and criminal record. For positions that require Security Clearance, the successful candidate must hold or be willing to obtain security clearance up to the relevant level for the role.

TO APPLY:

recruitment@martin-baker.co.uk Quoting the REFERENCE NUMBER ABOVE and Salary Expectations